



Staff Development

McHenry County Department of Health
November , 2015



McHenry County Department of Health Mission Statement

The mission of the McHenry County Department of Health is to prevent disease and promote and protect health and safety within McHenry County. This shall be accomplished by investigating, assessing and implementing solutions to health and safety needs through collaborative community involvement, education and data collection.

Reviewed August 2015???

McHenry County Profile

McHenry County, located in northeastern Illinois, is approximately 45 miles northwest of Chicago. Once primarily an area for agriculture and recreation, the county is rapidly becoming more urban and part of suburban Chicago. The total land area of McHenry County is 603 square miles, yielding a population density of 512 persons per square mile, more than double that of the state's overall population density of 231 per square mile, according to the 2010 U.S. Census. The population of McHenry County in 2010, was 308,760, which ranks it as the 6th most populous county in the State.

In the past decade, the population of McHenry County has increased 18.7%. McHenry County has 30 separate incorporated areas. As a result of many unique communities, there are large pockets of disparity in McHenry County. The rural, outlying and smaller areas of McHenry County have several unique barriers in their struggle to become healthier communities.

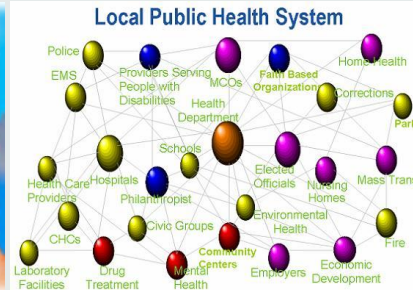
McHenry County Board of Health

Established by a County Board resolution in 1966, the McHenry County Department of Health (MCDH) has been providing outstanding public health service to residents of McHenry County for 49 years. MCDH is governed by the McHenry County Board of Health. The McHenry County Board of Health is appointed by the Chairman of the McHenry County Board with the approval of the County Board. According to the McHenry County Board of Health Bylaws, the Board of Health is responsible for protecting the health and safety of all residents and communities located in McHenry County, Illinois.

Workforce Development

Workforce development in public health is an attempt to improve health outcomes by enhancing the training, skills and performance of public health workers.

Knowledge, skill, and ability gaps need to be identified through the assessment of both organizational and individual needs, and then addressed through targeted training and development opportunities.



MCDH Roster

Professional Categories	
Senior Management	6
Middle Management	16
Registered Nurse	20
Environmental Health Practitioners	10
Health Educators	5
Nutritionist	6
Family Case Managers	6
Technicians	5
Mid-Level Support/Supervisors	6
Paraprofessionals	5
Support Staff	49

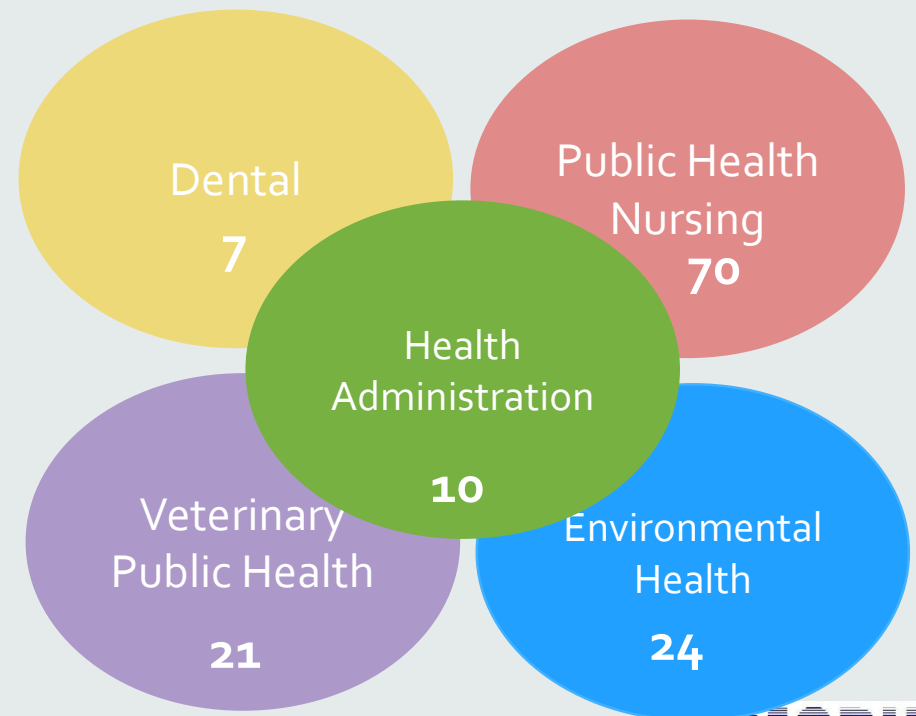
Current Roster

132 Open Positions on Roster

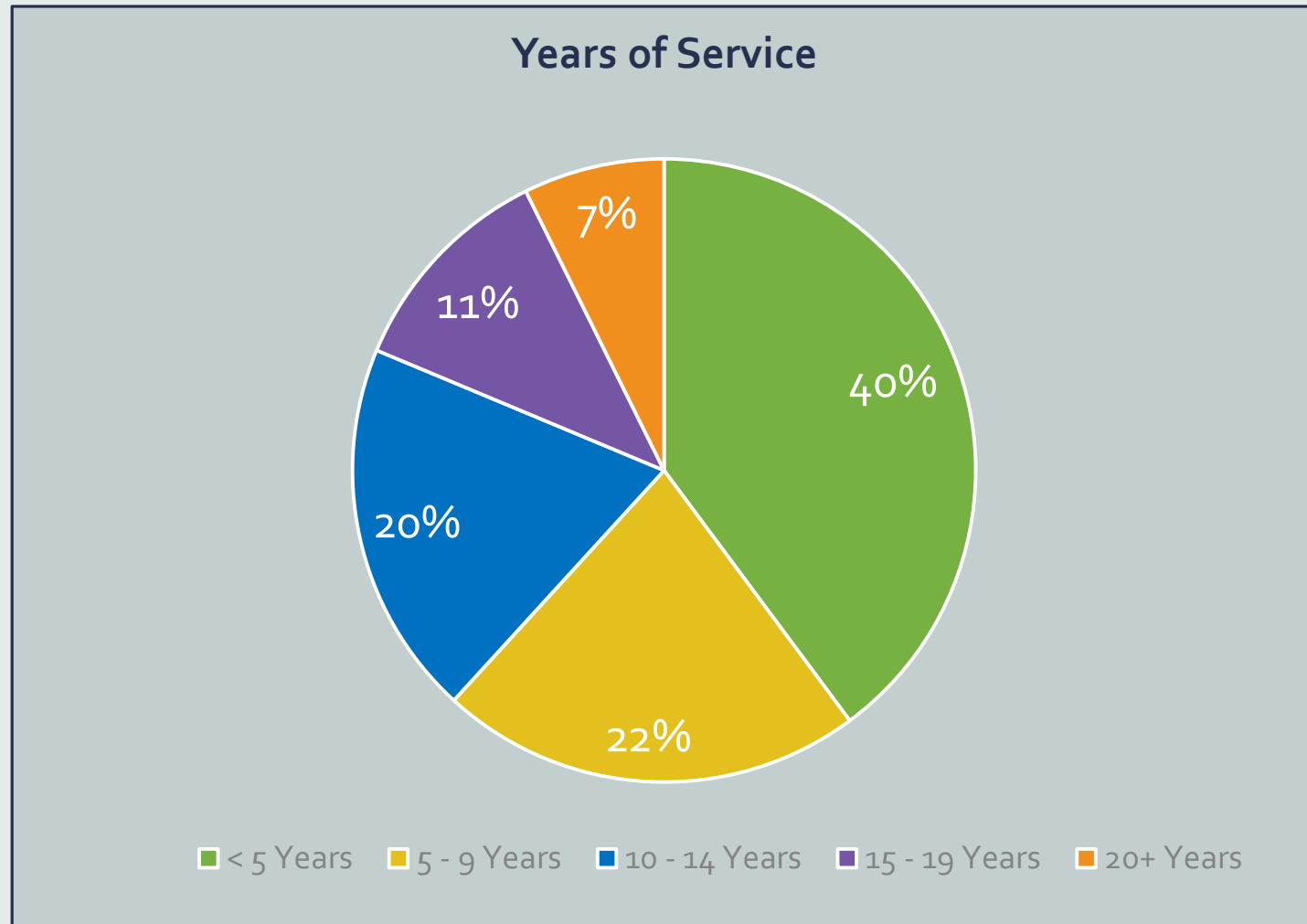
123 Actively Filled Positions

116.29 FTE*

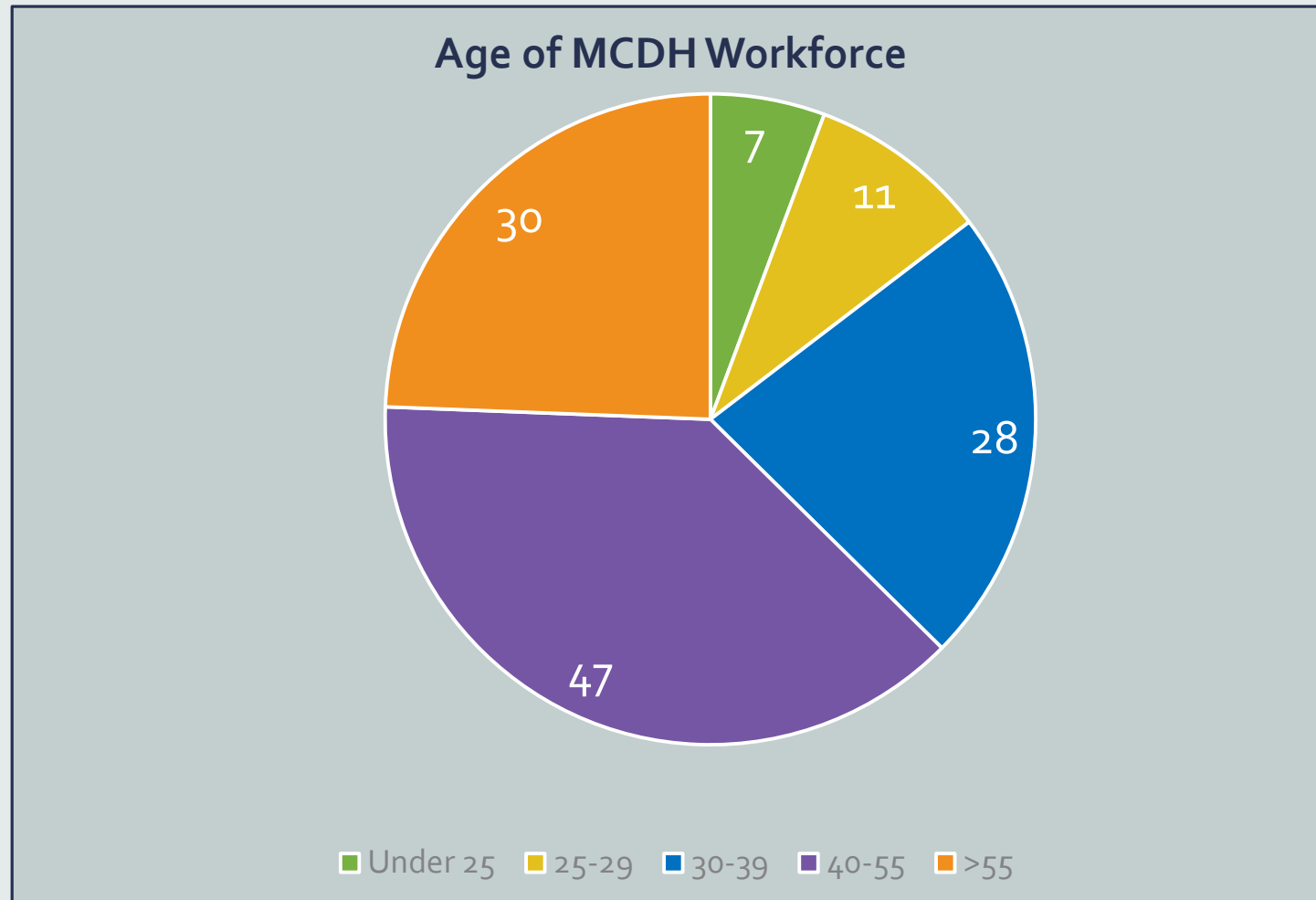
*(full time equivalent)



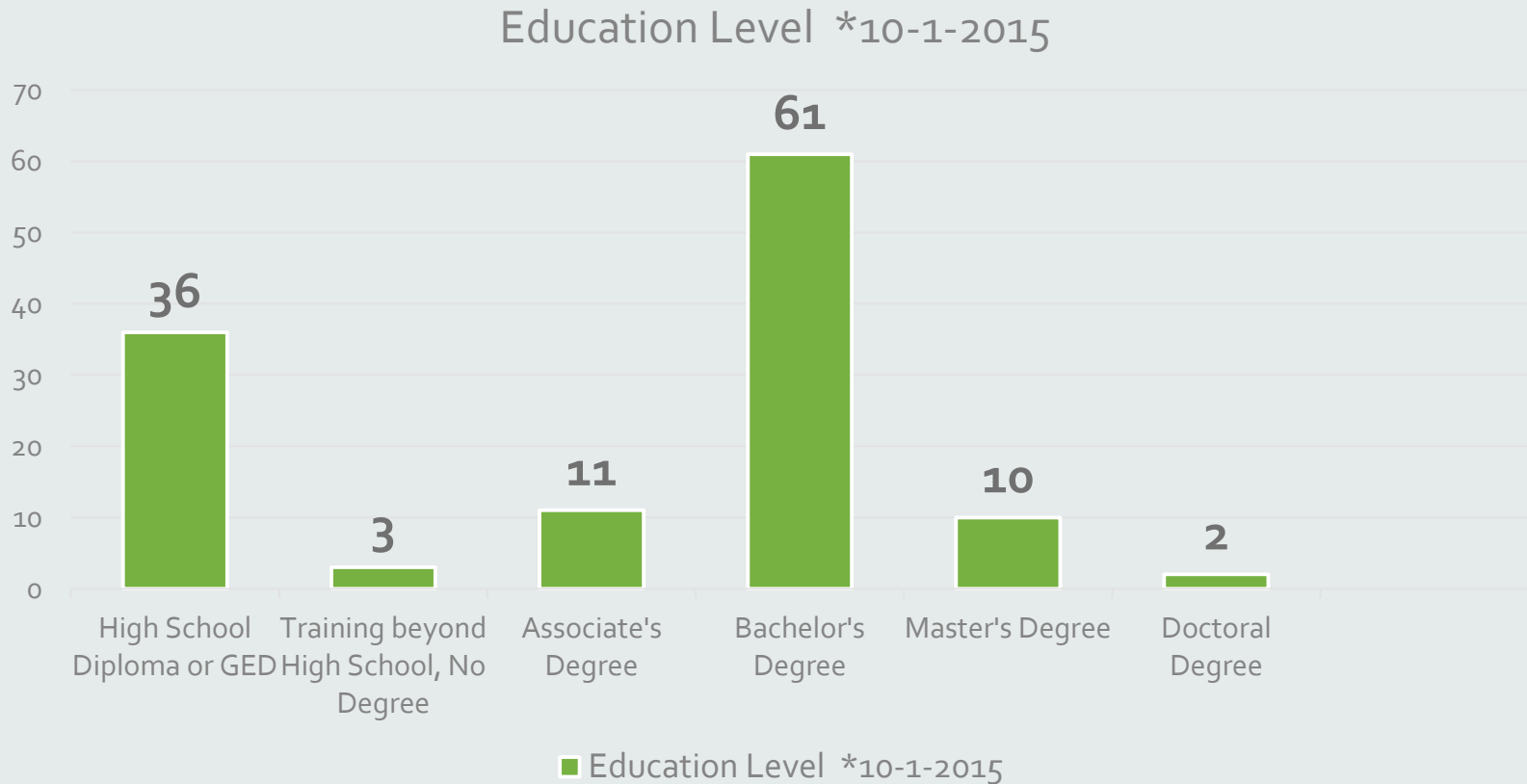
Retention Rates



Succession Planning



Educational Background



Other Demographics

EEO	
Managers	6
Professional	61
Paraprofessional	5
Technician	7
Clerical	32
Service Workers	12

RACE	
White Hispanic	30
White	91
African American	1
Asian	1

EDUCATION/TRAINING NEEDS	
Continuing Education/Training	38
Regularly Requires CEUs	33

Rationale for workforce development

10 Essential Services



If you have competent workers:

- Essential public health services are delivered
- Program are effective
- People and communities get healthier

MCDH Workforce Development Plan

Next Steps

- Identify Competencies
- Identify Areas of Weakness
- Develop an ongoing Training Schedule
- Design an Employee Refresher Course
- Develop career-long development
- Succession Planning

Public Health Core Competencies

Core Competencies are a set of skills for the broad practice of public health, reflecting the characteristics that staff of public health organizations should possess as they work to protect and promote health in the community. The Core Competencies will serve as a framework for the Department to understand, assess, and meet the training and workforce needs of its employees. The Core Competencies are divided into the following key dimensions of public health practice:

- Analytical/Assessment
- Policy Development/Program Planning
- Communication
- Cultural Competency
- Community Dimensions of Practice
- Public Health Sciences
- Financial Planning and Management
- Leadership and Systems Thinking

Public Health Core Competencies

Currently
Workforce
Development

Current Workforce Activities

- New Employee Orientation
- Division Specific Trainings
- HIPAA/ Privacy
- Mandated Reporter
- Ethic Training
- Emergency Preparedness
- Harassment Training
- Security Framework Training
- CPR Training
- Bloodborne Pathogen
- Computer Skills

Public Health Core Competencies

Workforce Development Survey

Workforce Development Survey:

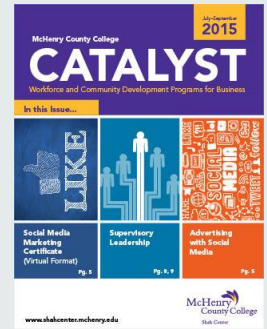
- Professional development discussed in performance review
- Formal Public Health Training
- Core Competencies
- Ability for training opportunities
- Training needs/Skill development
- Morale

What we know (Skill/Training Needs):

- Leadership
- Public Health Training
- Cultural Competency
- Team Building
- Customer Service
- Communication
- Organization
- Quality Improvement
- Technology Advancements

Workforce Development Plan -- Partners

- Local Partners
- I-Train Illinois
- Shah Center/MCC
- UIC, School of Public Health
- State and National
- Private Organizations



Accreditation

- ????